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OAKLAND

2014 JUL 17 PM 12:39

AGENDA REPORT

TO: HENRY L. GARDNER
INTERIM CITY ADMINISTRATOR

FROM: Anil Comelo
Director of Human Resources

SUBJECT: Amendment to Ordinance No. 12187 CMS
(The Salary Ordinance)

DATE: July 14, 2014

City Administrator
Approval

Date

7/17/14

COUNCIL DISTRICT: City-Wide

RECOMMENDATION

Staff recommends that Council Adopt an Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Increase the Salary of the Classification of Council Member

OUTCOME

The Salary Ordinance amendment (*Attachment A*) is proposed to amend the Salary Schedule of the Salary Ordinance to increase the salary for the classification of Council Member pursuant to the Public Ethics Committee's Resolution 14-02 approved on June 2, 2014 (*Attachment B*).

BACKGROUND/LEGISLATIVE HISTORY

The Salary Ordinance (Ordinance No. 12187 C.M.S.) establishes salaries and other terms and conditions of City employment including the classification titles of positions. It is amended periodically or as needed. The Public Ethics Commission (PEC) is responsible for reviewing and amending the salary rate for Council Members. The PEC's Resolution No. 14-02 approved the new rate of \$81,550.11 per year (\$6,795.84 per month).

ANALYSIS

The proposed action is recommended to update the Salary Schedule of the Salary Ordinance to be consistent with the action of the Public Ethics Commission.

PUBLIC OUTREACH

Notice of the Public Ethics Committee meetings and agendas are published in accordance with the Sunshine Ordinance and Brown Act. No additional outreach was conducted.

Item: _____
City Council
July 29, 2014

COST SUMMARY/IMPLICATIONS

The 2014-15 adopted midcycle budget does not include the full Public Ethics Commission-authorized increase. Instead, the budget provides for a 2.4 percent increase on current City Council salaries for a total burdened cost of \$23,481. The budgeted cost for the salary increase is based on the maximum annual salary amount *currently received* by most Councilmembers (\$74,316.59), plus the 2.4 percent increase authorized by the Commission for FY 2014-15, for a total of \$76,100.

The Public Ethics Commission-authorized salary of \$81,550.11 is based on the actual total amount of the cumulative increases by the Commission over the years, not the actual amount currently received by Councilmembers. The fully burdened cost to accept the salary authorized by the PEC for all Councilmembers would be an additional \$73,159 for a total cost of \$96,640 (includes \$23,481 in burdened costs as detailed above that is already factored into the adopted midcycle budget). If Councilmembers take no action, the Public Ethics Commission-authorized salary of \$81,550.11 will be effective July 1, 2014, resulting in a burdened cost of \$73,159 over budget.

SUSTAINABLE OPPORTUNITIES

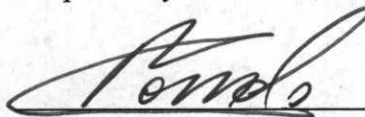
Economic: There are no economic opportunities associated with this report.

Environmental: There are no environmental opportunities associated with this report.

Social Equity: There are no social equity opportunities associated with this report.

For questions regarding this report, please contact Kip Walsh, HR Manager, Recruitment & Classification, at (510) 238-7334.

Respectfully submitted,



Anil Comelo
Director of Human Resources Management

Prepared by:
Kip Walsh, HR Manager, Recruitment & Classification

Attachments

- A. Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Increase the Salary for the Classification of Council Member
- B. Public Ethics Committee's Resolution 14-02 approved on June 2, 2014

Item: _____
City Council
July 29, 2014

FILED
INTRODUCED BY COUNCIL MEMBER

CITY ATTORNEY

2014 JUL 17 PM 12:39

OAKLAND CITY COUNCIL
ORDINANCE No. _____ C.M.S.

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE
NO. 12187 C.M.S. ("SALARY ORDINANCE") TO INCREASE THE
SALARY FOR THE CLASSIFICATION OF COUNCIL MEMBER**

THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

Section 1. Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

Section 2. Effective upon passage, the following classification is hereby amended in Ordinance No. 12187 C.M.S. in the Unit UX1.75.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Salary Step	Salary Effective Date
Council Member	EO100	Step 1 6636.57 <u>6795.84</u>	July 1, 2014

IN COUNCIL, OAKLAND, CALIFORNIA, _____, 2014

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN

NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: _____

CITY OF OAKLAND
Public Ethics Commission

RESOLUTION NO. 14-02
[Adopted 6-2-14]



By action of the Oakland Public Ethics Commission:

WHEREAS, Oakland City Charter Section 202(c) requires the Public Ethics Commission (Commission) to annually adjust City Councilmember salaries by the increase in the Consumer Price Index over the preceding year and to optionally adjust salaries beyond the increase in the Consumer Price Index up to a total of five percent; and

WHEREAS, the Commission-authorized annual salary for Oakland City Councilmembers is \$79,638.78 effective July 2013; and

WHEREAS, Oakland City Councilmembers have declined salary increases for the past four years and are currently taking a salary of \$74,316.59 or less; and

WHEREAS, the consumer price index for the San Francisco Bay Area increased by a total of 2.4 percent between April 2013 and April 2014; and

WHEREAS, Oakland continues to face General Fund budget shortfalls for Fiscal Year 2014-2015, with imposed reductions of 3% across City departments for FY 2014-15;

Now, therefore be it:

RESOLVED, that the Commission does hereby authorize a salary increase of 2.4 percent for the office of City Councilmember as mandated by City Charter Section 202(c), for a total annual salary of \$81,550.11, effective as of the first payroll period of Fiscal Year 2014-15; and

RESOLVED, that the Commission does not authorize any additional increase beyond that required by the Oakland City Charter.

RESOLVED, that this resolution supersedes the Commission's Resolution 14-01, issued at the Commission's May 5, 2014, meeting.

CERTIFICATION RE: APPROVAL OF RESOLUTION

The foregoing Resolution was presented for approval at a duly noticed meeting of the City of Oakland Public Ethics Commission held on June 2, 2014, where a quorum of the membership of the Commission was present. The Commission approved the resolution by a vote of ____ to ____.

I hereby certify that the foregoing is true and correct.

Whitney Barazoto, Executive Director
Oakland Public Ethics Commission

Date

DRAFT

INTRODUCED BY COUNCILMEMBER _____

CITY ATTORNEY _____

OAKLAND CITY COUNCIL**ORDINANCE No. _____ C.M.S.**FILED
OFFICE OF THE CITY CLERK
OAKLAND

2014 JUL 17 PM 12:40

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE
NO. 12187 C.M.S. ("SALARY ORDINANCE") TO INCREASE THE
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NOES-

ABSENT-

ABSTENTION-

ATTEST: _____

LaTonda Simmons

City Clerk and Clerk of the Council
of the City of Oakland, California

DATE OF ATTESTATION: _____

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S.
("SALARY ORDINANCE") TO INCREASE THE SALARY FOR THE CLASSIFICATION OF COUNCIL
MEMBER**

DIGEST

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Increase The
Salary For The Classification of Council Member
